

## LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

PLUMBERS AND PIPEFITTERS LOCAL 525,  
735 No. LAMB BLVD., LAS VEGAS  
NEVADA; ex rel, ITS MEMBERS AND  
ITS BARGAINING UNIT; RICHARD WELLER  
AND JOHN DOES 1 THROUGH 245;

Complainants

vs.

LAS VEGAS VALLEY WATER DISTRICT,

Respondent

## DECISION

Thirty-one of fifty-one field employees of the Las Vegas Valley Water District voted against representation by the Operating Engineers, Local 501, in an election conducted under the supervision of District Judge John Mendoza in 1970; all of the field employees, including twenty who voted for the union, were parties to a pre-election agreement to abide by the results of that election.

In February 1972, Water District field employees asked the employer for recognition of a craft unit for the nineteen persons who primarily worked with pipe installation, repair maintenance, to be represented by the Plumbers and Pipefitters, Local 525.

Evidence showed all the field employees to have a broad community of interest which did not seem to be in question when the pre-election agreement was drawn in the fall of 1970. Although the number of field employees had substantially increased in the interim, the same elements of that broad community of interest prevail at this time. This is not to say the nineteen persons seeking to be a new unit were not shown to have some recognizable area of common interest; however, evidence showed the nineteen to have more community of interest--measured against valid criteria--with the broader category

1 of co-workers encompassing all field employees.

2 The complainant argued that the proposed new unit represented  
3 a special, separate craft. Members of the proposed unit were not  
4 clearly shown to have been apprenticed and trained to industry  
5 standards in the usually accepted sense of one of the types of crafts  
6 represented by Local 525 in the private sector; neither were they  
7 shown to be working on the job with their apprentices or helpers,  
8 characteristic of skilled journeymen craftsmen in an expanding  
9 organization.

#### 10 11 FINDINGS OF FACT

12 1. Pursuant to NRS 288.170 (1) the Las Vegas Valley Water  
13 District consulted with the Plumbers and Pipefitters Local 525 prior  
14 to making its determination as to the appropriate bargaining unit;

15 2. The Las Vegas Valley Water District's operation is a highly  
16 integrated one, with common supervision and extensive interdependence  
17 among its field employees;

18 3. There is considerable similarity as to the wages; hours,  
19 and working conditions of all field employees;

20 4. There is also considerable overlap in the training and  
21 duties of the field employees;

22 5. The distribution servicemen, senior distribution servicemen  
23 and working foremen are not a distinct, homogeneous group of journey-  
24 men craftsmen that would not be adequately represented in the  
25 negotiation unit determined by the employer.

#### 26 27 CONCLUSIONS OF LAW

28  
29 1. The Las Vegas, Valley Water District has conformed to the  
30 requirements of NRS 288 in determining an appropriate bargaining unit  
31 for its field employees;


32 2. The distribution servicemen, senior distribution servicemen  
and working foremen employed by the District do not share a sufficient

1 distinct "community of interest" to warrant their designation as a  
2 separate, exclusive negotiating unit;

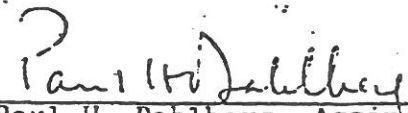
3 5. The complaint of Plumbers and Pipefitters Local 525 is  
4 dismissed.

5 Las Vegas, Nevada December 18 , 1972.

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7 LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT  
8 RELATIONS BOARD

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